

***SCHOOL DIVISION GRANTS FOR
LEADERSHIP DEVELOPMENT PREPARATION PROGRAMS
AWARDS FOR FISCAL YEAR 2008***

Background

The 2006 Virginia General Assembly appropriation for Financial Assistance for General Education included \$500,000 for the first year of the biennium and \$500,000 for the second year for competitive grants of \$100,000 each to school divisions. Consideration was given to divisions that had a partnership agreement with a Virginia institution of higher education or another entity with a defined leadership development preparation program that addresses the leadership standards established by the Board of Education.

These funds were available to all school divisions including those that received funds from the 2004 General Assembly appropriation. Standards and guidelines for school divisions to use to apply for these grants included the *Regulations Governing the Licensure of School Personnel*, July 1, 1998, (8VAC 20-21-580) and the *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers, Administrators, and Superintendents*, January 6, 2000. Five competitive grants totaling up to \$100,000 each were awarded for fiscal year 2008.

In an effort to assist school divisions with additional information about the school leadership initiative funded by the General Assembly, the following dates were established for interested school division personnel:

1. February 23, 2007: submission of a competitive grant proposal intent form to develop and implement a school leadership development preparation program;
2. March 2, 2007: technical assistance meeting for interested school personnel and partnering institution of high education representatives to provide technical assistance and to discuss specific issues;
3. April 30, 2007: development and submission of proposals to the Virginia Department of Education; and
4. June 1, 2007: Notification of grant recipients. Funds available from grants awarded are effective from July 1, 2007, through June 30, 2008.

Representatives from school divisions and their partnerships participated in the March 2, 2007, technical assistance meeting conducted by Department of Education personnel. A total of ten school leadership preparation program proposals were submitted to the Department for funding consideration by the April 30, 2007, deadline.

A panel consisting of individuals with demonstrated expertise in the field of education leadership was established to individually review and rank proposals submitted. On May 29, 2007, the full panel convened at the Department to discuss and rank each proposal according to priority recommendations for funding. The panel recommended the following five proposals be funded for fiscal year 2008: Albemarle County, Region 8 Superintendent's Study Group, Fairfax County, Patrick County, and Wise County. Profiles of recommended proposals follow.

For further information regarding these grants, contact Mrs. Patty S. Pitts, assistant superintendent for teacher education and licensure, or Dr. James W. Lanham, director of teacher licensure and school leadership, at (804) 371-2471.

***Profiles of Proposals Funded for
Fiscal Year 2008***

Proposal Title: The Partnership for School Leadership Preparation

Submitting School Division: Albemarle County Public Schools

Partnership(s): Albemarle County, Amherst County, Appomattox County, Bedford County, Buckingham County, Buena Vista City, Campbell County, Charlottesville City, Clarke County, Culpeper City, Fluvanna County, Greene County, Hanover County, Louisa County, Madison County, Manassas Park City, Nelson County, Orange County, Rockbridge County, Shenandoah County, Staunton City, Warren County, Waynesboro City, and Winchester City Schools in partnership with the University of Virginia Curry School of Education, Virginia School-University Partnership, Virginia Association of Elementary School Principals, Virginia Association of Secondary School Principals, Virginia Association of School Superintendents, and the Virginia Association for Supervision and Curriculum Development.

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Program Description:

Twenty four school division members of the Virginia School-University Partnership will collaborate with The University of Virginia Curry School of Education and representatives from the Virginia Association of Elementary School Principals (VAESP), the Virginia Association of Secondary School Principals (VASSP), the Virginia Association of School Superintendents (VASS), and the Virginia Association for Supervision and Curriculum Development (VASCD) to develop a 15-month proficiency-based program that will prepare 50 eligible candidates to become successful school administrators through their participation in a series of activities designed to address state and national standards for administrators. Assessments of each candidate's school leadership style, strengths, knowledge, and skills will be used to determine the candidate's competencies and deficiencies and to serve as the basis for individualized activities designed to prepare the candidate for successful school leadership. The

activities in which the candidates participate will be designed by practitioners from the participating school divisions, representatives from professional education associations, and faculty from the Curry School of Education. Candidates will be assigned mentors in their respective divisions in order to cultivate mentor-protégé relationships through more frequent contacts with their mentors. They also will be encouraged to maintain these relationships well after the duration of their training. In addition, the program will provide core knowledge and skills required of all successful administrators. Evidence of activities and assignments completed by each candidate will be compiled in a portfolio used in a final evaluation before the candidate is recommended for licensure.

***Profiles of Proposals Funded for
Fiscal Year 2008***

Proposal Title: Aspiring Leaders Institute

Submitting School Division: Fairfax County Public Schools

Partnership(s): Fairfax County Public Schools with the University of Virginia, the University of Richmond, and Virginia Commonwealth University.

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Program Description:

The Aspiring Leaders Institute (ALI) is proposed to provide an aligned focus to the development of emerging and developing leaders within Fairfax County Public Schools. Through a blended emphasis on classroom preparation, instructional leadership, authentic leadership experiences, and on-the-job practical realities of administrative roles, this institute plans to provide a strong foundation to aspiring leaders. Over the life of the funding period aspirants will be inducted into administrative roles, with a greater depth of knowledge and a higher potential to improve the outcome of student success.

The ALI is part of the larger, comprehensive model developed by Fairfax County Schools to provide a pool of well trained, committed administrators to meet their needs in the next decade. LEAD (Leading, Empowering, Assessing and Developing) Fairfax was established in 2001, and reinforced by a \$5.5 million leadership grant from the Wallace Foundation in 2002. The ALI will support participants before they enter one of the established Fairfax leadership programs. The institute will give participants the opportunity to better understand the LEAD Fairfax leadership goals, meet their mentors and mentees, engage in self-awareness experiences, strengthen team building skills, and genuinely groom them for their year-long program. This “front end” summer experience will add strength to the participants' preparedness for their new roles. The ALI will consist of 54 participants per funding year, including 10 administrative interns, 12 Accelerated Certification Cohort members, 12 aspiring principals, and 20 mentor principals and assistant principals, all selected through an extensive criteria-based selection process.

***Profiles of Proposals Funded for
Fiscal Year 2008***

Proposal Title: Supporting Teacher Leaders Program: Alignment of Traditional Leadership Programs With Standards

Submitting School Division: Patrick County Public Schools

Partnership(s): Floyd County, Montgomery County, Patrick County, and Pulaski County Schools with Radford University, the Western Virginia Public Education Consortium, and the Professional Development Center of Radford University.

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Program Description:

The school divisions of Floyd, Montgomery, Patrick, and Pulaski counties, in partnership with Radford University, the Western Virginia Public Education Consortium, and the Professional Development Center of Radford University, will fulfill the requirements of the Supporting Teacher Leaders Program (STLP). This will be a defined leadership preparation program that addresses the standards established for such programs by the Virginia Board of Education. The purpose of the STLP is to increase the number of highly qualified education leaders among professional educators and teachers in the participating school divisions. This will be accomplished through a traditional leadership program aligned with the ISLLC standards. Radford University's educational leadership preparation program is aligned with Virginia, national, and professional standards in the field of educational leadership. Radford University has been making its program available in a synchronous and asynchronous environment. The STLP will be delivered through both traditional and non-traditional modalities which may include distance learning seminars, on-line interactive instructional tools, workshops, field placement activities, and mentoring interventions. It is the expectation of participating members that this program will be delivered by a hybrid model that will include traditional classroom/seminar approaches along with non-traditional electronic media delivery systems. Although distance learning and asynchronous community will be utilized, face-to-face seminars will be incorporated through the instructional modules to provide additional opportunities to ensure participant's mastery of content knowledge.

***Profiles of Proposals Funded for
Fiscal Year 2008***

Proposal Title: Leadership for Professional Learning Communities

Submitting School Division: Region 8 Superintendent's Study Group

Partnership(s): Amelia County Schools, Appomattox County Schools, Brunswick County Schools, Buckingham County Schools, Charlotte County Schools, Greensville County Schools, Halifax County Schools, Lunenburg County Schools, Mecklenburg County Schools, Nottoway County Schools, and Prince Edward County Schools with Longwood University, the University of Virginia School of Continuing and Professional Studies, and Virginia State University.

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Program Description:

Leadership for Professional Learning Communities (LPLC) will provide a defined leadership development program that addresses leadership standards established by the Board of Education and will address the region's purposes. LPLC combines a logically sequenced plan that incorporates the intellectual preparation provided by coursework with Longwood University with action research designed by the University of Virginia delivered through a series of fourteen seminars and implemented in the schools of Region 8 by project mentors and protégés. These actions will take place while providing administrative duties and participating in collaborative conversations with highly successful, veteran principals and assistant principals in participating divisions.

Up to twenty-three aspiring administrators (protégés) and 23 sitting principals (mentors) will be selected by participating school divisions. The protégés will complete courses in School Law and School Finance taught through Longwood University. Both mentors and protégés will participate in an orientation and series of fourteen seminars in three focus areas: school structure, school instructional program, and interpersonal relationships in the school culture. Underlying each of the focus areas is the pervasive theme of vision (ethics, personal vision, guiding values, professional knowledge base, and professionalism). All protégés will participate in face to face conferences, complete journals of professional practice, and complete 172 hours of structured internship experiences.

***Profiles of Proposals Funded for
Fiscal Year 2008***

Proposal Title: Project LEAD (Leadership Enhancement and Development)

Submitting School Division: Wise County Public Schools

Partnership(s): Bristol City Schools, Buchanan County Schools, Dickenson County Schools, Galax City Schools, Lee County Schools, Norton City Schools, Russell County Schools, Scott County Schools, Smyth County Schools, Tazewell County Schools, Washington County Schools and Wise County Schools with the University of Virginia.

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Program Description:

Project LEAD (Leadership Enhancement and Development) combines a logically sequenced plan that combines the intellectual preparation by a graduate level program in educational leadership, offered by the University of Virginia with a successful professional development opportunity created by the Statewide K-12 Education Advisory County at the University's School of Continuing and Professional Studies. The professional development program that will be replicated and customized for Southwest Virginia is Statewide Communities of Practice for Excellence (SCOPE) developed by the advisory council in cooperation with strategic partners LEAD Fairfax and Leaders Mentoring Leaders (Virginia Beach). Addition of a component that addresses the continuing professional growth of practicing school administrators supports coherent growth of leadership capacity across the region.

The planned program supports preparation of prospective principals while deepening the knowledge and skills of practicing principals. By intentionally combining these efforts and providing mentorship training to both groups, the prospective principals will have multiple opportunities to shadow current instructional leaders and reflect with them about how the content of graduate courses relates to daily work in schools. The second year SCOPE program will combine both groups to institutionalize mentoring and collaborative conversations among highly successful, veteran principals and assistant principals, and prospective principals in participating divisions. This project will support a master's degree program for new principals and development of an administrative assignment. The successful Wallace Foundation-funded LEAD Fairfax program has demonstrated the importance of concurrent provisions for formal coursework preparation and job site specific readiness activities in the preparation of principals. Project LEAD incorporates both state and national standards in its design.